



U. S. Army Family and MWR Command

Army NAF Employee Benefits Program

**Benefits Orientation Briefing
For
Army NAF Employees
Transferring to Air Force**





IMCOM
SOLDIERS . FAMILIES . CIVILIANS



Your Benefits Upon Transfer

- **When you transfer to Air Force, you will actually separate from Army NAF employment and be hired as an Air Force NAF employee.**
- **Upon separation, your Army NAF Benefits will terminate.**
- **When you transfer to Air Force NAF, for all intents and purposes, you will be a new hire to the Air Force and you will be eligible to participate in Air Force NAF Benefits.**
- **But you will have some options for**
 - Retirement Plan participation**
 - 401(k) Plan participation**
 - Life Insurance**
 - Health Insurance**
 - Long Term Care Insurance**
 - Flexible Spending Accounts**



Army NAF Retirement Plan



JB NAF to NAF Portability Options

- You may elect to remain in the Retirement and Savings Plans of the Supported Service (Army) when transferring to the Supporting Service (Air Force). All future service will be creditable under your original NAF Retirement Plan.
- If you do not elect to remain in your original Army Retirement Plan, you will be enrolled in the Air Force NAF Retirement Plan and the current DOD NAF to NAF Portability rules will apply.
 - If not vested in the Army NAF Retirement Plan, your time will count toward vesting and eligibility in the Air Force Retirement Plan, but your annuity at retirement will be offset by the value of the unvested service with Army.
 - ✓ If you choose this option, you should request a refund of contributions during outprocessing.
 - If vested in Army NAF Retirement, all your time in Army NAF will count for eligibility. At retirement your annuity will be calculated based on the current service formula and you will receive two



Army NAF Retirement Plan

JB NAF to NAF Portability Options



- **The decision on which NAF Retirement Plan you want to participate in is yours'.**
- **You will want to compare plans, so you can elect the best one for you. Both plans have the same age and service requirements, but the calculation of the Benefit is different.**
- **Army NAF Retirement Plan formula:**
 - Based on Hi-3 average annual salary and years of creditable service.
 - The formula yields a percentage replacement factor of your Hi-3.
 - Multiply 1.2% times Hi-3 times years of service up to 15 years.
 - Multiply 1.6% times Hi-3 times years of service over 15 years.
 - Provides a 42% replacement factor after 30 years.
 - There is no social security off-set when you start drawing social security.



Army NAF Retirement Plan

JB NAF to NAF Portability Options



- If you are eligible for retirement from Army NAF Retirement, you could retire in the Army NAF Retirement System, draw a monthly annuity, and enroll in the Air Force Retirement Plan and eventually retire from Air Force NAF, as well.

- However, it is generally better to combine two periods of service into one long one for retirement than to take two smaller periods of service to draw two retirements.



Army NAF Retirement Plan

JB APF to NAF Portability Options



- If you have a prior portability election to remain in FERS/CSRS, that election remains valid and you will continue to participate in the retirement plan you elected under the Portability of Benefits Legislation.



NAF Employee 401(k) Savings Plan



- If you elect to remain in the Army NAF Retirement Plan under JB NAF to NAF Portability rules, you will also remain in the Army NAF 401(k) Savings Plan.
- If you have an outstanding loan, your repayments will be set up as a debit from your bank account rather than as a payroll deduction.
- You must set up your deferral in the Air Force payroll system. All else will remain unchanged.
- If you do not elect to remain in Army NAF Retirement and 401(k) Savings Plan, you



GROUP INSURANCE PLANS



- Your Army Group Life Insurance will terminate, and you will be allowed to enroll in the Air Force Life Insurance plan.
- If you are enrolled in the Army Group Long Term Care Plan, your policy will continue in force, but your premiums will automatically convert to direct billing. Air Force NAF employees do not currently have a Long Term Care Insurance Plan, so if you want LTC, you must act quickly to enroll in the Army LTC Plan.
- If you are enrolled in the DODHBP (Aetna) and wish to continue, you will enroll in the Plan with Air Force and we will transfer your enrollment from Army to Air Force. All aspects of the DODHBP are identical for all services and exchanges. Your deductibles, etc. will transfer in tact.



IMCOM
SOLDIERS . FAMILIES . CIVILIANS



Flexible Spending Accounts

- Upon separation from Army NAF, your contributions to your FSA's will stop. Air Force does not currently have an FSA Program.
- You will not be able to be reimbursed for expenses incurred after your separation date.
- However, you may submit claims for reimbursement of any authorized medical and dependent care expenses you incurred prior to your separation date up to the amount of your FSA account balance.
- You will have until February 15 of the following year to submit these claims for reimbursement.



Access to Your Army Benefit Records



- **If you elect to remain in the Army NAF Retirement Plans:**
 - Your retirement data will continue to be tracked in our system, and your record will be activated under a code that indicates you are an Air Force NAF employee participating in our Retirement Plans.**
 - You will continue to have access to your record in the Army NAF Benefits System through Employee Benefits OnLine, just the way you do now. This is your link back to Army NAF Benefits.**
 - You will continue to have access to your 401(k) Savings Plan Account through Fidelity NetBenefits.**



You will have access to, and we encourage